

CHULA VISTA
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FIRE FIGHTERS
CHULA VISTA, CA 91910

LOCAL 2180, I.A.F.F.

DATE: 01-29-2014

PROPOSALS:

IAFF Local 2180 submits the following counter proposal for article 2.09
BILINGUAL PAY.

CURRENT LANGUAGE:

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive \$200 per month bilingual pay in addition to their regular pay. In order to continue receiving bilingual pay, employees must successfully complete a bilingual performance examination once every three (3) years.

CONCERN:

IAFF Local 2180 members take on substantial responsibility and liability in regards to using a second language, and should be compensated fairly. Responsibilities include using a second language during emergency calls for service, inspections / investigations, and legal / technical instructions. These responsibilities include life altering decisions, criminal investigations, and legal instruction.

Examples include:

- Asking patients about previous medical history, medications, allergies, symptoms, understanding DNR's, etc. Receiving correct information dictates how the patient will be treated, and DNR's carried out.
- Getting information from non-English speakers about possible victims trapped in structure fires, vehicle rescues, technical rescues (confined space, trench, etc), information concerning inspections / investigations, plan checks, and technical instructions.

PROPOSAL:

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: **American Sign**

Language (ASL), Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive ~~\$200~~ per month bilingual pay in addition to their regular pay. ~~In order to continue receiving bilingual pay, employees must successfully complete a bilingual performance examination once every three (3) years.~~

There will be one IAFF Local 2180 member as a representative on each two-member panel on IAFF Local 2180 member exams.

Candidates who have failed an exam may retest once every six months.

The Human Resources Department shall develop and administer testing to determine an employee's proficiency. In order to continue receiving bilingual pay at this level, employees must successfully complete a Bilingual Performance Examination once every six (3) years for Basic level and no retest for the Proficient level.

There shall be two levels identified as proficient:

Basic Level Certification - ~~\$200~~ 150 per month.

If an employee passes an examination showing a basic level of proficiency they shall receive \$150 per month in addition to their regular pay. An employee who is at a basic level of proficiency shall have the skills to sufficiently and competently obtain and communicate (speak) basic information with citizens, including but not limited to, using and understanding greetings, introductions, numbers, addresses and locations, money, days of the week, months of the year, members of the family, knowing body parts, describing and understanding complaints of pain or injury, description of witnesses or other persons, rooms in a building, interrogative words, pronouncing and using names correctly, and giving and following general directions during calls for service (i.e. medical aids, rescues, fire suppression, inspections, and investigations). The communication should be of such nature that the employee is able to speak in complete sentences and is readily understood by the member of the public being communicated with.

Proficient Level Certification - ~~\$300~~ 250 per month.

If an employee passes an examination showing an advanced level of proficiency they shall receive \$250 per month in addition to their regular pay. An employee who is at an advanced level of proficiency shall have the skills to read, write, and speak in any of the above languages at above a high school level, including demonstrating the ability to use medical, legal, and/or technical terminology. The communication should be of such a nature that the communication is at a more detailed and complex level, with little to no difficulty in communication during calls for service (i.e. medical aids,

rescues, fire suppression, inspections, and investigations). The communication should be of such nature that the employee is able to speak in complete sentences and is readily understood by the member of the public being communicated with.

RESULTS:

IAFF Local 2180 moves towards the City's proposal and allows the City to be financially prudent, while providing fair compensation to IAFF Local 2180's members.

IAFF Local 2180 members are compensated fairly for additional liability and responsibility of using a language outside of their job description.

IAFF Local 2180 members are motivated to master an additional language that directly benefits the safety and wellbeing of the citizens of the City. This also improves the operational safety, effectiveness, and efficiency of the department.

The citizens of Chula Vista are provided a higher level of service during emergency calls for service, criminal investigations, and general interactions with the Fire Department.